PUBLIC SECTOR MODERNIZATION PROJECT

August 2015 – August 2020 | Implementer: Multi-Donor Trust Fund

The Public Sector Modernization Project (PSMP) intends to improve pay and performance management in seven participating ministries, and strengthen payroll management in the Civil Service in Liberia. The project has three main components namely: (a) Improved Pay Management; (b) Strengthened Payroll Management; and (c) Improved Performance. The project is funded through a Multi-Donor Trust fund from the United States Agency for International Development (USAID), the Swedish Embassy and the International Development Agency (IDA) of the World Bank. It has Disbursement Linked Indicators, whose achievement triggers disbursement of a total of $6.12m of project funds to provide incentives to participating ministries.

PSMP will benefit Liberian civil servants by improving public sector transparency; predictability of salaries; implementing human resource related reforms, such as career tracks, grade, recruitment and promotion. Through the development of a well-defined compensation regime for civil servants, the Government of Liberia will be able to improve its management of the public sector wage bill, which is a significant component of the Government's annual budget.

The project's participating ministries include: ministries of Health, Justice, Foreign Affairs, Education, Internal Affairs, Finance and Development Planning and Information, Culture and Tourism.

Current Activities

- Conduct analysis for placing Professional (P1-4) and Executive (E1-3) grade civil servants into appropriate grades;
- Harmonize personnel listings and payrolls to reduce payroll discrepancies;
- Train participating ministries' staff in payroll management functions;
- Train ministries' Human Resource staff in manpower planning and budgeting;
- Conduct training in pension administration and management;
- Support participating ministries in issuing employment appointment letters to all staff on personnel listings;

- Continue collection of biometric data, cleaning, and updating of personnel files into the Human Resource Management Information System database for all employees verified from the "one employee, one file" exercise;
- Validate and finalize draft mandate and function review reports for participating ministries;
- Complete policy framework for selection, appointment, promotion and retirement of civil servants;
- Support participating ministries complete annual cycles of the performance appraisal process for P1-4 and E1-3 civil servants;

Accomplishments to date

- Conducted remuneration survey;
- Pay Strategy approved by Cabinet;
- Completed job descriptions for all participating ministries;
- Completed One-Employee-One-File exercise for all participation ministries at the central level;
- Conducted mandates and function review for the seven participating ministries;
- Verified, printed and distributed 4,396 biometric ID cards to civil servants in participating ministries;
- Trained Human Resource Managers and Supervisors in participating ministries on how to roll out the Performance Management System;
- Completed one Performance Management Cycle for Professional and Executive staff at central offices in 2016 for the seven participating ministries.

Planned Outcomes

- Clean, accurate and complete civil service payroll will be established and maintained in participating ministries.
- Liberian government agencies attract and retain competent managerial and professional civil service staff.
- Performance and accountability standards established for civil servants in participating ministries